Employment and Social Development Canada
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Canada

FEDERAL MEDIATION AND CONCILIATION SERVICE

Review of Fiscal Year 2017–18

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Federal Mediation and Conciliation Service – Review of Fiscal Year 2017–18

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EXECUTIVE SUMMARY
Federal Mediation and Conciliation Service

The Federal Mediation and Conciliation Service (FMCS) was established to provide dispute resolution and relationship development assistance to trade unions and employers under the jurisdiction of the *Canada Labour Code* (Code). The Code governs federally regulated employees in key sectors of the economy.

The FMCS offers employers and unionized employees:

- dispute resolution support through the services of conciliation and mediation officers—third parties whose mandate is to assist both parties in reaching a mutual agreement; and
- relationship development services that are intended to prevent disputes before they occur. This is achieved by training workshops on collective bargaining and joint conflict resolution. The FMCS also provides grievance mediation services. These are all ways of resolving disagreements and improving industrial relations during the term of the collective agreement.

The FMCS also plays an important role in another method of conflict resolution: arbitration. It coordinates the appointment of arbitrators, adjudicators and referees to resolve certain types of disputes governed by the Code, such as grievances, unjust dismissal complaints and wage recovery appeals. The FMCS also coordinates appointments under the *Wage Earner Protection Program Act* (WEPP Act).

In Canada, the use of neutral third parties (conciliation and mediation officers) appointed by the government to resolve labour relation disputes dates back to the *Conciliation Act* of 1900. The *Conciliation Act* created the federal Labour Department with a mandate to assist unions and employers in the prevention and resolution of labour disputes.

Over the years, the FMCS and its forerunners have provided employers and unions with professional skills essential to the resolution of their collective bargaining disputes.

Conciliation and mediation: During fiscal year 2017–18, conciliation and mediation officers from the FMCS dealt with 245 collective bargaining disputes under the Code. Ninety-four percent of the disputes that were settled during the year were resolved without a work stoppage. Just less than twohundredth of one percent (0.02%) of all available work time was lost due to work stoppages during the same period. These negotiations involved companies in most of the industrial sectors covered by Part I of the Code and resulted in major agreements in such industrial sectors as road, air, rail and marine transportation, grain handling, port operations, aboriginal public administration, communications and broadcasting.

Maintenance of activities: The Code stipulates that during a strike or lockout, the employer and the employees of the bargaining unit must continue the supply of services, operation of facilities or production of goods to the extent necessary to prevent an immediate and serious danger to the safety or health of the public. The Code sets a process for the negotiation of a "maintenance of activities" agreement and provides a role for the Minister of Labour and the Canada Industrial Relations Board (CIRB) if the parties are unable to reach agreement. In 2017–18, the issue of a "maintenance of activities" agreement was not referred by the Minister to the CIRB under subsection 87.4(5).

Legislation: No special legislation was enacted to end a work stoppage.

Dispute Prevention and Relationship Development Services: During fiscal year 2017–18, FMCS continued to deliver dispute prevention and relationship development services to employers and unions, thereby contributing to better communications, more collaborative collective bargaining and overall improvement of their labour relations. During this period, 173[1] interventions were delivered, for a total of 325 days, including grievance mediation, diagnostics of parties' relationship, training workshops as well as facilitation of workplace issues and joint initiatives. Facilitation services represented the highest number of interventions, while workshop delivery and grievance mediation were also significant contributors. FMCS's flagship workshop, *Labour Relations and the Negotiation Cycle*, was successfully delivered again (after 5 consecutive years) and a new public workshop entitled *Interest Based Negotiations* was offered for the first time.

Appointments of neutral third parties – Part I, Part III and the WEPP Act: Arbitrators were appointed in 72 grievance arbitrations in 2017–18 under Part I of the Code. Under Part III of the Code, the FMCS also handled the ministerial appointment of 92 wage recovery referees and 380 unjust dismissal adjudicators and 3 appointments under the *Wage Earner Protection Program Act* during 2017–18.

Upcoming collective bargaining: Upcoming negotiations during fiscal year 2018–19 will involve, among others, Bell Canada, British Columbia Maritime Employers Association, Canada Post Corporation, Canadian National Railway Company, Canadian Pacific Railway Company, G4S Secure Solutions (Canada) Ltd., Garda Security Screening Inc., Halifax Employers Association, Jazz Air Limited Partnership, Maritime Employers Association, NAV Canada, Securitas Transport Aviation Security Limited, Swissport Canada Handling Inc. and VIA Rail Canada Inc.

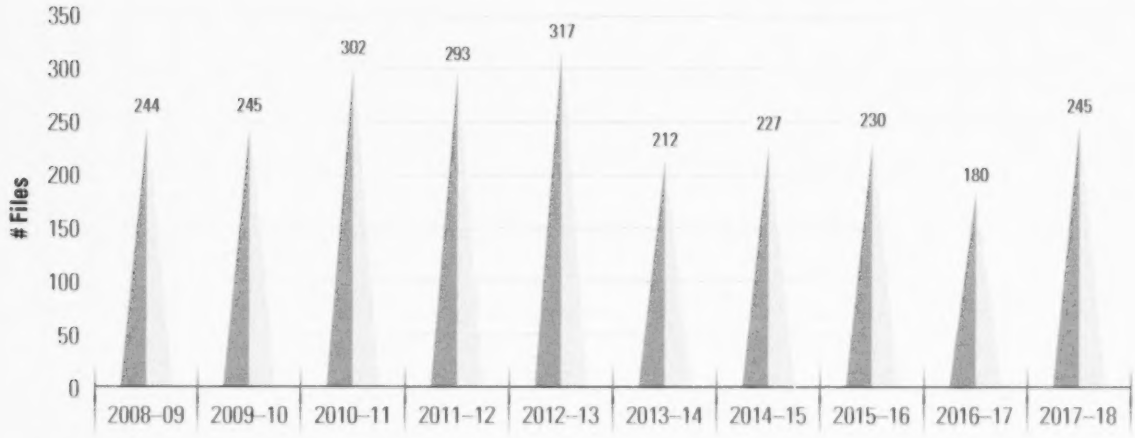
[1] Note: Dispute Prevention and Relationship Development Services encompass the following: presentations, training, facilitation of joint initiatives, a diagnostic of the parties' relationship and grievance mediation. Any given service can be delivered over an undetermined period time and include more than one intervention varying in duration between one and three days.

1. Caseload Information and Activities

1.1 Collective Bargaining Disputes

In 2017–18, the Federal Mediation and Conciliation Service (FMCS) handled 245 collective bargaining disputes. Sixty-two disputes were carried over as ongoing disputes from previous fiscal years, and conciliation appointments were made in 183 disputes during the fiscal year.

Total Caseload from 2008–09 to 2017–18



1.2 Post-conciliation Appointments

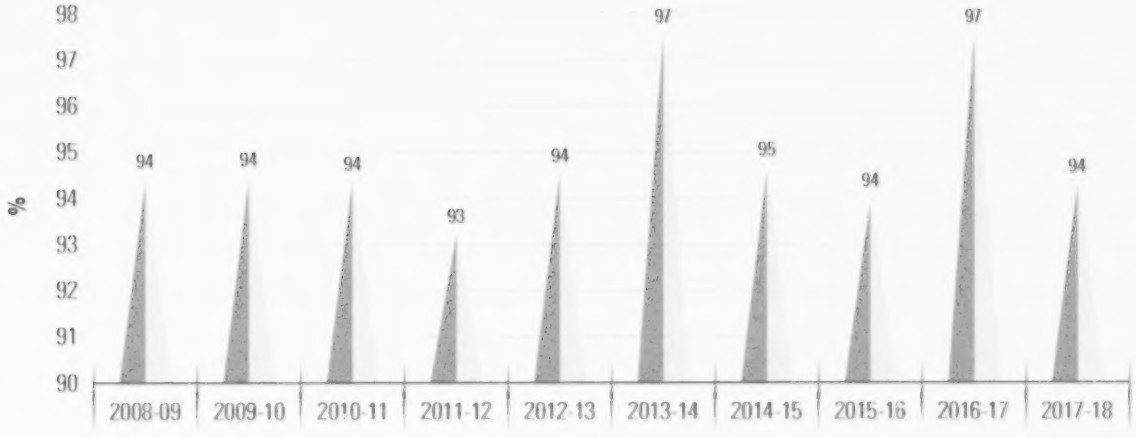
Seventy post-conciliation mediation appointments were made in 2017–18.

1.3 Settled Disputes

In 2017–18, of the 245 cases that were handled by the FMCS, 138 disputes were settled. Of these, 47 cases were carried over from previous fiscal years and 91 were new disputes. Ninety-four percent of all settled disputes were settled without a work stoppage. FMCS has recorded settlement rates of 93 to 97 percent in the past 10 years.

Total caseload and settlement rates for the last 10 years can be found in **Appendix A**.

Percentage of Settled Disputes Without Work Stoppage from 2008–09 to 2017–18

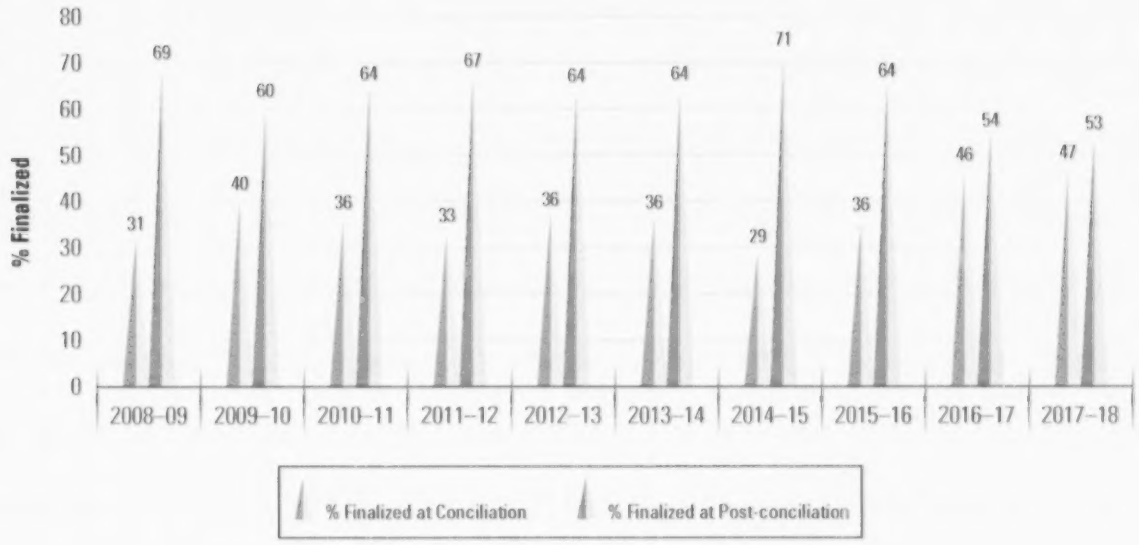


1.4 Settlement Stage

The majority of settlements continue to be reached at the post-conciliation stage of negotiations. During 2017–18, of disputes that were settled during conciliation versus post-conciliation stages, 53 percent were settled at the post-conciliation stage and 47 percent were settled during conciliation. This trend began after the 1999 revisions to Part I of the Code, which limited the conciliation period to 60 days unless the parties mutually agree to extend it.

See **Appendix B** for a comparison of settlement stages since 2008–09.

Settlement Stage (Conciliation versus Post-conciliation) from 2008–09 to 2017–18

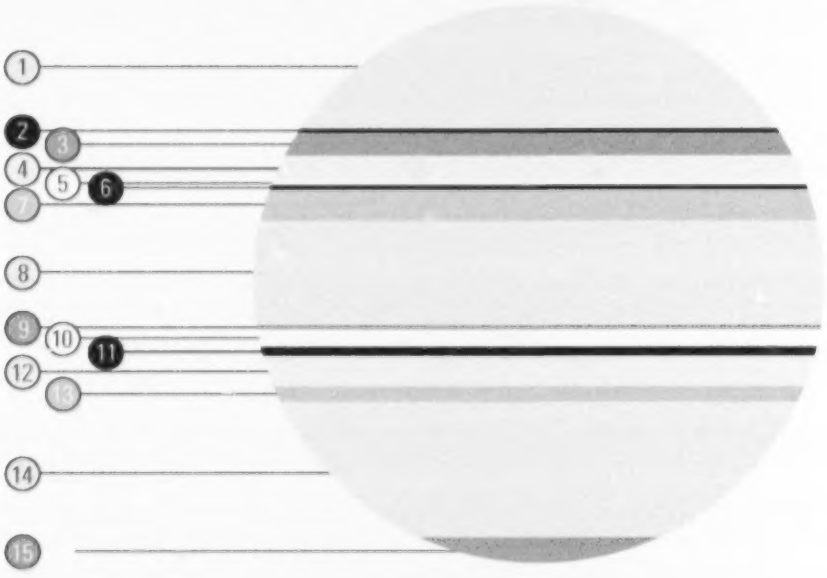


1.5 Disputes by Industry

The largest number of disputes occurred in the road transportation sector (60) followed by the air transportation sector (55). When combined, disputes in the four transportation sectors (air, road, rail and marine) accounted for 68 percent of the total number of disputes handled during the fiscal year.

A breakdown of caseload and work stoppage by industrial sector can be found in **Appendix C**.

Distribution of 2017–18 Caseload by Industrial Sector (%)



1. Air Transport **22.3%**
2. Banks/Financial Institutions **0.8%**
3. Broadcasting **4.0%**
4. Communications **4.5%**
5. Education **0.8%**
6. Entertainment/Tourism **0.8%**
7. Grain Handling **5.7%**
8. Marine Transport **18.6%**
9. Mining **0.8%**
10. Miscellaneous* **3.2%**
11. Municipal Public Administration **1.6%**
12. Port Operations **5.3%**
13. Rail Transport **2.8%**
14. Road Transport **24.3%**
15. Aboriginal **4.5%**

* Miscellaneous includes: Other Service Industries (Yukon and Northwest Territories), Fishing, International/ Interprovincial Bridges/Tunnels, Agencies-Public Policy and Hotels/Restaurants/Bars.

2. Work Stoppage Activities

2.1 Ongoing and Initiated Work Stoppages

Eight work stoppages occurred during 2017–18. One was ongoing at the start of the fiscal year and seven work stoppages were initiated during the fiscal year. There is one work stoppage ongoing as of April 1, 2018.

Parties	Bargaining Unit	Legal Work Stoppage		
		Began	Ended	# Days
1. There was one ongoing legal work stoppages carried over into 2017–18				
Town of Watson Lake and the Public Service Alliance of Canada	approximately 15 municipal employees of the Town of Watson Lake	March 27, 2017	April 3, 2017	8 (6-hour lockout and 8 day strike)
2. Legal work stoppages initiated in 2017–18				
Winnipeg Airports Authority Inc., and the Public Service Alliance of Canada, Union of Canadian Transportation Employees Local 50600	130 employees working as (but not limited to) mechanics, industrial mechanics, electricians, tradeshelpers, carpenters and field maintenance employees	July 24, 2017	October 4, 2017	73-day strike
Swissport Canada Handling Inc., and the Canada Council of Teamsters Local 419	approximately 600 groomers, ramp/ground handlers, including those engaged in de-icing functions, mechanics, communications centre co-ordinators and weight and balance specialists, working at the Lester B. Pearson International Airport	July 27, 2017	October 15, 2017	81-day strike
Algoma Tankers Limited and the Canadian Merchant Service Guild	32 navigation officers	October 21, 2017	October 27, 2017	7-day strike
Algoma Tankers Limited and the Canadian Merchant Service Guild	22 engineer officers	October 21, 2017	October 27, 2017	7-day strike
Viterra Inc., and the Canadian Union of Public Employees Local 5317	51 employees working in the operations of the grain terminal at the Port of Montréal	January 30, 2018	Ongoing*	61-day lockout
Les Autobus Transco (1988) Inc., and the Syndicat des Travailleuses et Travailleurs de Transco-CSN	350 drivers	January 30, 2018–February 28, 2018	January 31, 2018–February 28, 2018	3-day strike

Parties	Bargaining Unit	Legal Work Stoppage		
		Began	Ended	# Days
FirstCanada ULC, carrying on business as First Student Canada and Unifor Local 4268	220 drivers at the Bowmanville branch	March 21, 2018	March 25, 2018	5 day strike
MAXIMUM NUMBER OF WORKERS: 1,420				
NUMBER OF PERSON DAYS NOT WORKED: 45,620				

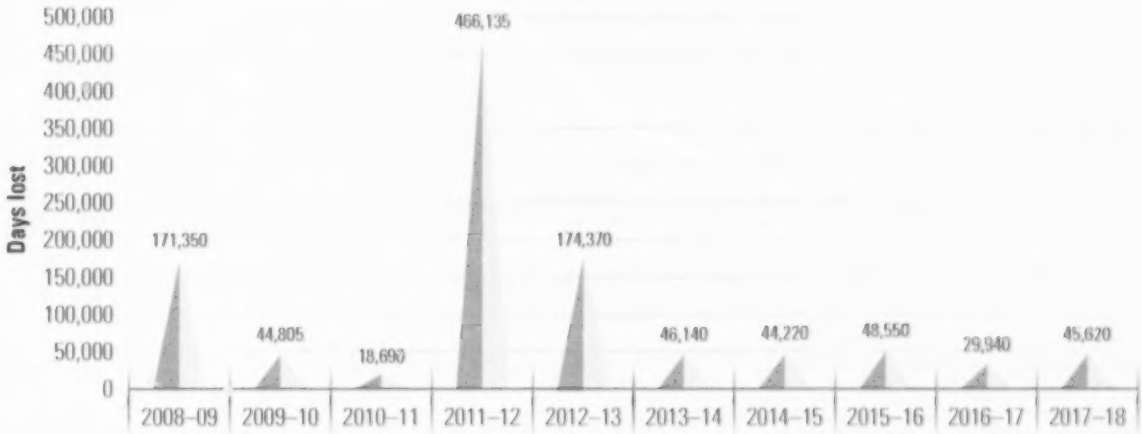
* Work stoppage is ongoing at the start of Fiscal Year 2018–19.

2.2 Days Lost to Work Stoppages

The eight work stoppages accounted for 45,620 person days not worked. The number of working days lost due to work stoppages in 2017–18 represented two-hundredth of one percent (0.02%) of the total available work time in the federal private sector.

Appendix D shows work days lost as a percentage of available work time in the federal private sector.

Person Days Lost from 2008–09 to 2017–18

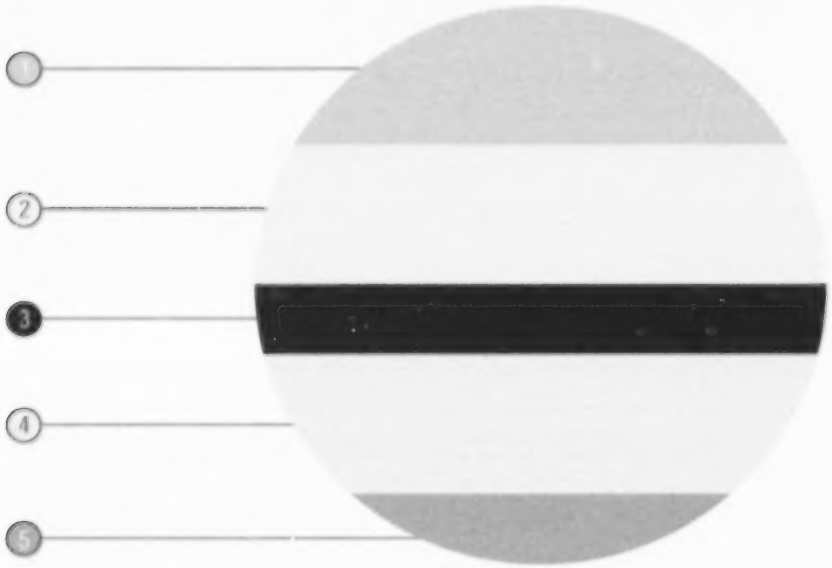


2.3 Work Stoppages by Industrial Sector

There was one work stoppage in the Grain Handling sector, one work stoppage in the Municipal Public Administration sector and two work stoppages in each of the following Transportation sectors: Air, Marine and Road.

Appendix C includes a breakdown of work stoppages by industrial sector.

Distribution of 2017–18 Work Stoppages by Industrial Sector (%)



1. Road Transport **25.0%**
2. Air Transport **25.0%**
3. Grain Handling **12.5%**
4. Marine Transport **25.0%**
5. Municipal Public Administration **12.5%**

3. Significant Settlements in 2017–18

A number of key agreements were renewed across all industrial sectors during fiscal year 2017–18.

A listing of significant settlements achieved in 2017–18 is attached as **Appendix E**.

4. Significant Current and Forthcoming Negotiations in 2018–19

4.1 Expired and Expiring Collective Agreements

There is an average of 350 collective agreements that expire during a year.

A listing of significant current and forthcoming bargaining situations is attached as **Appendix F**.

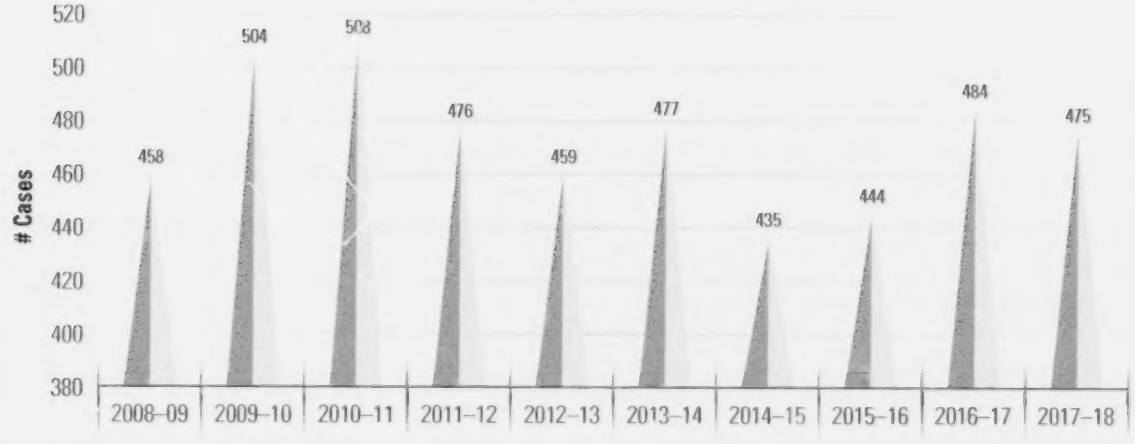
5. Appointments Under Part III of the *Canada Labour Code* and the *Wage Earner Protection Program Act*

5.1 Appointments: Unjust Dismissal, Wage Recovery and Wage Earner Protection Program

Initial appointments were made under Part III of the Code for 92 wage recovery (WR) appeal cases, 380 unjust dismissal (UD) complaint cases and 3 Wage Earner Protection Program (WEPP) appeal cases. In 2009, the FMCS first handled WEPP appeals after the *Wage Earner Protection Program Act* provisions came into force in July 2008.

A table showing adjudicator and referee appointment levels since 2008–09 is found in **Appendix G**.

Appointments Made Under Part III (UD, WR) and Under the *Wage Earner Protection Program Act* from 2008–09 to 2017–18



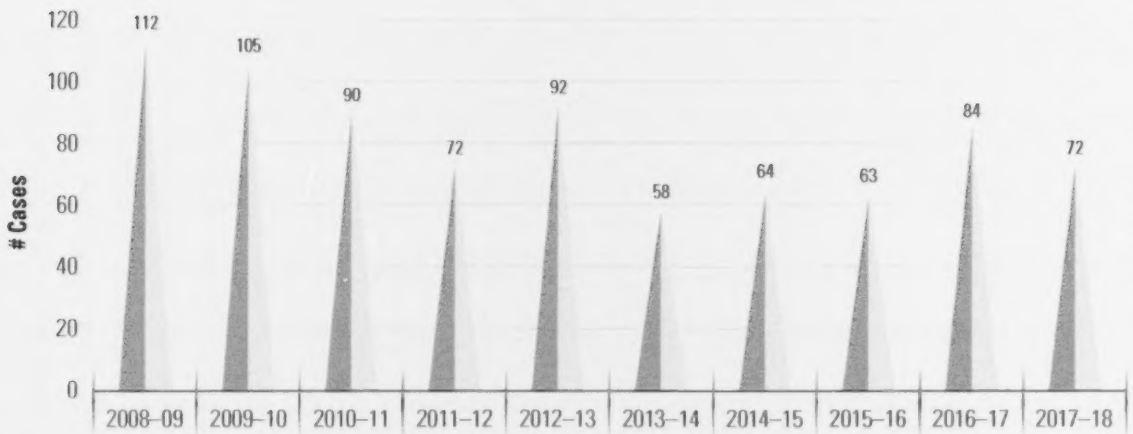
6. Grievance Arbitration Appointments Under Part I of the *Canada Labour Code*

6.1 Grievance Arbitration Appointments

Initial appointments were made under Part I of the Code for 72 grievance arbitration cases during fiscal year 2017–18. These appointments are made when employers and unions are unable to agree upon an arbitrator or arbitration board chairperson to deal with grievances that relate to the application, interpretation, administration or alleged contravention of their respective collective agreements.

Grievance arbitration appointment levels since 2008–09 are included in **Appendix G**.

Part I Grievance Arbitration Appointments from 2008–09 to 2017–18



7. Dispute Prevention and Relationship Development Services

During fiscal year 2017–18, FMCS mediators continued to promote and deliver an array of dispute prevention and relationship development services to employers and unions across the country. The services currently being offered include:

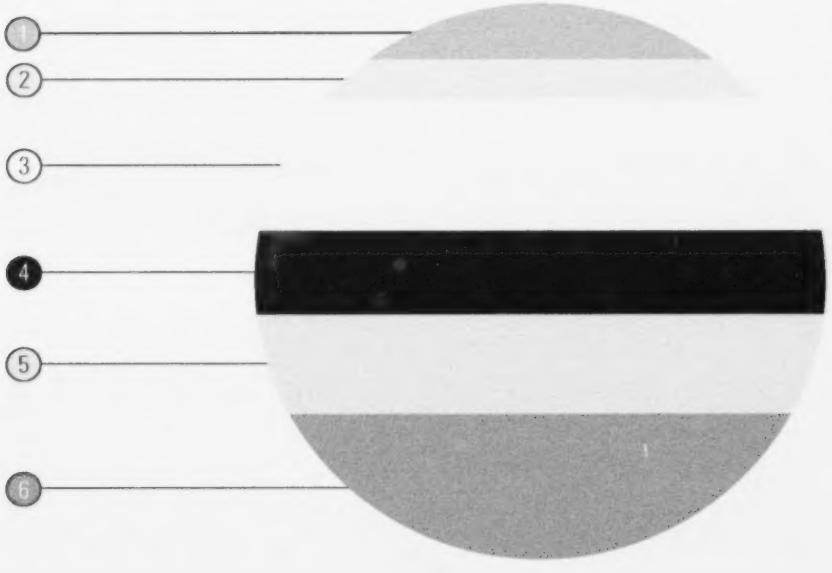
- grievance mediation;
- facilitation of committee meetings;
- facilitation of direct negotiations;
- relationship diagnostics;
- customized training workshops; and
- public workshops on *Labour Relations and the Negotiation Cycle* as well as on *Interest Based Negotiations*.

During this period, 173 dispute prevention and relationship development interventions were delivered, for a total of 325 days, including many joint customized training workshops and grievance mediation sessions, thus contributing to improved labour relations and long-term stability among unions and employers.

Relationship Development Program Services: 2017–18

1 Grievance Mediation **19%**
2 Facilitation **37%**
3 Training **22%**
4 Diagnostics **5%**
5 Other (e.g. meetings, presentations) **17%**

Interventions by Industry: 2017–18



1. Postal/Courier **10%**
2. Port Harbour/Ferries **7%**
3. Railway Companies **24%**
4. Uranium Handling/Processing **15%**
5. Airport Operations/Airlines **18%**
6. Other (e.g. agriculture, trucking, health and social assistance) **26%**

The largest number of services were provided to clients involved with Railway Companies (24%), followed by Airport Operations/Airlines (18%) and Uranium Handling/Processing (15%). The "Other" category (26%) includes other industries under the federal jurisdiction.

8. Other Key Activities

8.1 Status of the Artist Act Activities

FMCS handled one request, which was carried forward from the three previous fiscal years, for mediation assistance under Part II – Professional Relations, section 45 of the *Status of the Artist Act*. The parties involved are Groupe Media TFO and l'Union des Artistes.

8.2 Ministerial Referrals to the Canada Industrial Relations Board Under subsection 87.4(5) of the *Canada Labour Code* – Maintenance of Activities Agreement

The Code stipulates that during a strike or lockout, the employer and the employees of the bargaining unit must continue the supply of services, operation of facilities or production of goods to the extent necessary to prevent an immediate and serious danger to the safety or health of the public. The Code sets out a process for the negotiation of a "maintenance of activities" agreement and provides a role for the Minister of Labour and the Canada Industrial Relations Board if the parties are unable to reach agreement.

In 2017–18, no referral was made out of approximately 32 strike or lockout notices received.

8.3 Back-to-work Legislation

In some exceptional circumstances, where there has been a high-profile work stoppage ongoing for some time, the Minister may decide to intervene in a dispute by tabling legislation. This step is taken when there is a high level of public pressure on the government to terminate a dispute that is affecting the public interest or the economy. In 2017–18, back-to-work legislation was not enacted to end a strike or lockout.

9. The Industrial Relations Advisory Service

Industrial Relations Advisory Service (IRAS) carries out a variety of activities intended to ensure the maintenance of an appropriate framework for collective bargaining in the federal jurisdiction. This area has the responsibility for coordinating any legislative initiatives undertaken by the FMCS, including amendments to existing industrial relations legislation, and analyzes labour board and court decisions, government initiatives and representations by client groups to assess their implications for labour relations. Through its research, liaison and advisory activities, IRAS contributes to the overall FMCS mandate for dispute settlement and prevention. Research is conducted into current and emerging industrial relations problems and issues in order to develop strategies and initiatives that will support labour relations in the federal jurisdiction.

9.1 Technical Expertise for Interdepartmental Committees

IRAS provides industrial relations expertise for interdepartmental committees dealing with policy initiatives having implications for labourmanagement relations or government labour policies. Specific activities include:

- presentation of departmental positions;
- provision of an understanding of the government's labour relations philosophy;
- discussion and decisions which take account of legislative requirements, as well as acquired rights of both labour and management; and
- provision of information and data on specific industrial relations situations.

9.2 Coordinator of Legislative Initiatives

FMCS Program involvement in the legislative area can be ad hoc (e.g. emergency back-to-work legislation). IRAS is responsible for providing the Minister with the support and briefing material required for Cabinet deliberations and parliamentary consideration of Bills. Activities include:

- preparation of a Memorandum to Cabinet;
- instruction of Department of Justice drafters;
- preparation of Minister's speech and briefing material; and
- implementation of the Act, once proclaimed.

9.3 Specialized Research in Support of Dispute Resolution Initiatives

Operational research expertise is provided to conciliators and mediators, conciliation commissioners, industrial inquiry commissions, and other dispute resolution specialists on industrial relations and economic issues. This direct support is provided both in relation to specific needs arising out of ongoing dispute resolution or preventive mediation initiatives and, as well, on a continuing basis. Specific activities include:

- analysis of employer/union positions on key issues in dispute and the prevailing industry practices; and
- preparation of major industry bargaining histories which detail, over a time period, the bargaining relationship, the extent and nature of third-party assistance, changes in key issues and terms of settlement and any other significant economic or industrial relations variables.

9.4 Briefings for Ministerial Use

IRAS prepares, on a regular basis, briefing notes to support the Minister in the management of high profile labour disputes and to support the Minister when meeting with stakeholders.

10. Appendixes

Appendix A. FMCS Dispute Settlement Proceedings Since 2008–09

	Caseload			Settled				
							Settlements Without Work Stoppages	
Fiscal Year	Carried Forward	New s.72 Appts	Total Caseload	Carried Over	New s.72 Appts	Total Cases Settled	Cases	%
2008–09	89	155	244	58	101	159	150	94%
2009–10	83	162	245	46	96	142	134	94%
2010–11	87	215	302	60	99	159	150	94%
2011–12	104	189	293	88	101	189	176	93%
2012–13	89	228	317	69	165	234	221	94%
2013–14	77	135	212	62	97	159	155	97%
2014–15	53	174	227	42	87	129	122	95%
2015–16	98	132	230	93	87	180	169	94%
2016–17	50	130	180	43	76	119	116	97%
2017–18	62	183	245	47	91	138	130	94%

Appendix B. Comparison of Settlement Stages Since 2008–09

Fiscal Year	Total Cases Finalized	Total Settled at Conciliation Stage	% Finalized at Conciliation	Total Settled at Post-conciliation Stage	% Finalized at Post-conciliation
2008–09	159	50	31%	109	69%
2009–10	142	57	40%	85	60%
2010–11	159	57	36%	102	64%
2011–12	189	63	33%	126	67%
2012–13	234	85	36%	149	64%
2013–14	159	57	36%	102	64%
2014–15	129	37	29%	92	71%
2015–16	180	64	36%	116	64%
2016–17	119	55	46%	64	54%
2017–18	138	65	47%	73	53%

Appendix C. Caseload and Work Stoppages by Industrial Sector for Fiscal Year 2017–18

Industrial Sector	Total Caseload	% of Total Caseload	Number of Disputes with Work Stoppages	% of Total Disputes
Aboriginal	11	4.5%	0	0%
Air Transport	55	22.3%	2	25%
Banks/Financial Institutions	2	0.8%	0	0%
Broadcasting	10	4.0%	0	0%
Communications	11	4.5%	0	0%
Education	2	0.8%	0	0%
Entertainment/Tourism	2	0.8%	0	0%
Grain Handling	14	5.7%	1	12.5%
Marine Transport	46	18.6%	2	25%
Mining	2	0.8%	0	0%
Miscellaneous	8	3.2%	0	0%
Municipal Public Administration	4	1.6%	1	12.5%
Port Operations	13	5.3%	0	0%
Rail Transport	7	2.8%	0	0%
Road Transport	60	24.3%	2	25%
Total All Sectors	247	100%	8	100%
Total Transportation	168	68.0%	6	75%

Appendix D. Person Days Lost in the Federal Jurisdiction Since 2008–09

Fiscal Year	Number of Work Stoppages	Days Lost	As a % of All Available Time in Federal Jurisdiction
2008–09	8	171,350	0.08%
2009–10	6	44,805	0.02%
2010–11	9	18,690	0.01%
2011–12	13	466,135	0.22%
2012–13	17	174,370	0.08%
2013–14	5	46,140	0.02%
2014–15	11	44,220	0.02%
2015–16	8	48,550	0.02%
2016–17	5	29,940	0.01%
2017–18	8	45,620	0.02%

Appendix E. Significant Settlements Achieved in Fiscal Year 2017–18

Employer and Union	Bargaining Unit
A.S.P. Incorporated, Burlington, Ontario, and Unifor Local 2002 (Lester B. Pearson International Airport and the Toronto City Centre Airport)	▸ 280 security personnel
Air Transat A.T. Inc., Saint-Laurent, Quebec, and the International Association of Machinists and Aerospace Workers	▸ 310 operations employees (technical operations) working at the Dorval, Mirabel, Pearson, Calgary and Vancouver airports and all employees working in the Central Baggage department in Saint-Laurent, Quebec
Bell ExpressVu LP, Dorval, Quebec, and Unifor	▸ 200 employees working as customer service representatives (including technical support workers), operations support assistants, administrative support workers and programmers
Brink's Canada Limited, Mississauga, Ontario, and Unifor Locals 27, 103, 112, 195, 229, 504, 598, 599, 1359, 1106 and 4266	▸ 800 money room and alloy recovery program employees working at or out of its branches in Ontario
Canada Steamship Lines, Montréal, Quebec, and the Seafarers' International Union	▸ 400 unlicensed employees aboard vessels operated by Canada Steamship Lines
Canadian National Railway Company, Montréal, Quebec, and the International Brotherhood of Electrical Workers, System Council No. 11	▸ 670 switches and crossings coordinators, testmen, technicians, leading maintainers, leading mechanics, maintainers, mechanics, assistants, apprentices and helpers
Canadian National Railway Company, Montréal, Quebec, and the Teamsters Canada Rail Conference	▸ 3,300 conductors and assistant conductors, baggage persons, car retarder operators, yard operations employees, switch-tenders, traffic coordinators and assistant traffic coordinators
Canadian Nuclear Laboratories, Chalk River, Ontario, and the United Steelworkers Local 1568	▸ 509 employees classified as (but not limited to) research/development officer and specialist, designer, design specialist, programmer, programmer/analyst
Cancrew Enterprises Limited, St. John's, Newfoundland and Labrador, and the Canadian Merchant Service Guild	▸ 70 licensed Canadian employees aboard all shuttle tankers owned, operated, chartered, crewed, or managed by the employer in the Canadian offshore oil production transportation industry
City of Iqaluit, Iqaluit, Nunavut, and the Public Service Alliance of Canada	▸ 174 municipal employees
FirstCanada ULC, carrying on business as First Student Canada, Burlington, Ontario, and Unifor Local 4268 (Whitby, Ajax, Owen Sound, Kincardine and Port Elgin branches)	▸ 416 bus drivers

Employer and Union	Bargaining Unit
Fort McMurray Airport Authority, Fort McMurray, Alberta, and the Canadian Union of Public Employees Local 1505-3	▸ 22 employees including (but not limited to) office clerks, airport maintenance technicians, maintenance crafts persons, millwright mechanics, security officers, custodians, shuttle drivers and electricians
GardaWorld Cash Services Canada Corporation (Canada) Ltd., Montréal, Quebec, and the Canada Council of Teamsters	▸ 155 employees in the provinces of New Brunswick and Prince Edward Island
GardaWorld Cash Services Canada Corporation, Mississauga, Ontario, and Teamsters Locals 419 and 879	▸ 670 service solutions coordinators/dispatchers
IMP Aerospace and Defence, an Operating Unit of IMP Group Limited, Halifax, Nova Scotia, and Unifor Local 2215 (Halifax Robert L. Stanfield International Airport and Hammonds Plains locations)	▸ 460 maintenance employees at the Aerospace Division in the repair and overhaul of aircrafts
inkas Security Services Ltd., Toronto, Ontario, and Teamsters Local Union No. 419	▸ 70 employees working in the cash management solutions division, including armoured car crews (guards, drivers, custodians), vault employees, cash processing employees and control room
Lakehead Terminal Elevators Association (Richardson International Limited, Superior Elevator ULC and Viterra Inc.), Thunder Bay, Ontario, and the United Steelworkers Unit Lodge 650	▸ 250 grain workers and maintenance employees
Loomis Express, a division of TFI Transport 22 L.P., Saint-Laurent, Quebec, and Unifor Locals 114, 4050, 755, 4457 and 4005	▸ 1,600 hourly employees and owner-operators working in the provinces of British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Nova Scotia, New Brunswick and Prince Edward Island
Marine Atlantic Inc., North Sydney, Nova Scotia, and Unifor	▸ 56 shore-based plant maintenance personnel
Marine Atlantic Inc., Sydney, Nova Scotia, and the Canadian Merchant Service Guild	▸ 32 employees classified as masters, chief engineers, chief electrical engineers
Marine Atlantic Inc., Sydney, Nova Scotia, and the USWA/ILA Council of Trade Unions	▸ 442 clerical and terminal personnel
National Arts Centre Corporation, Ottawa, Ontario, and the Public Service Alliance of Canada	▸ 48 ushers, tour guides, and all employees of the Box Office
National Gallery of Canada, Ottawa, Ontario, and the Public Service Alliance of Canada	▸ 210 clerical and office employees
Perimeter Aviation LP, Winnipeg, Manitoba, and Unifor Local 2002	▸ 14 flight attendants
Purolator Courier Ltd., Mississauga, Ontario, and the Canada Council of Teamsters	▸ 9,000 employees working in Canada, including owner operators in British Columbia, Alberta, Saskatchewan and Manitoba, as well as part time employees in the Quebec Region

Employer and Union	Bargaining Unit
Swissport Canada Handling Inc., Richmond, British Columbia, and Unifor Local 2002 (Vancouver International Airport)	▸ 400 passenger service agents
Swissport Canada Handling Inc., St. John's, Newfoundland and Labrador, and the International Association of Machinists and Aerospace Workers, Transportation District Lodge 140, Local 927 (St. John's International Airport)	▸ 54 employees classified as (but not limited to) aircraft service persons, mechanics and passenger agents
TST Overland Express, Mississauga, Ontario, and Teamsters Local Unions 91, 879 and 938	▸ 300 employees in the freight division
Yukon Hospital Corporation, Whitehorse, Yukon, and the Professional Institute of the Public Service of Canada	▸ 230 health care workers

Appendix F. Significant Current and Forthcoming Bargaining Situations

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
December 10, 2016	Consolidated Aviation Fueling of Toronto Ltd., Toronto, Ontario, and the International Association of Machinists and Aerospace Workers	▸ 270 aircraft refuellers
December 31, 2016	Maritime Employers Association, Toronto, Ontario, and the International Longshoremen's Association Local 1842	▸ 48 longshoremen
January 13, 2017	Jazz Air Limited Partnership, Richmond, British Colombia (and Quebec City based employees), and Unifor Local 2002	▸ 980 customer service agents
January 31, 2017	Canadian North Inc., Calgary, Alberta, and the Air Line Pilots Association, International	▸ 130 pilots
March 31, 2017	4384865 Canada Inc., operating as Ornge Air, Mississauga, Ontario, and the Office and Professional Employees International Union	▸ 83 helicopter pilots in the Emergency Medical Services (EMS) Division
March 31, 2017	Great Lakes Pilotage Authority, Cornwall, Ontario, and the Canadian Merchant Service Guild	▸ 55 marine pilots
March 31, 2017	Pacific Pilotage Authority, Vancouver, British Columbia, and the International Longshore and Warehouse Union Local 520	▸ 25 dispatchers
April 1, 2017	Garda Security Screening Inc., Thunder Bay, Ontario, and the United Food and Commercial Workers Canada Local 175 (Thunder Bay International Airport)	▸ 35 security personnel
April 30, 2017	NAV Canada, Cornwall, Ontario, and the Canadian Federal Pilots Association	▸ 34 pilots
June 30, 2017	NAV Canada, Ottawa, Ontario, and Unifor Local 1016	▸ 260 technical employees
November 30, 2017	Bell Canada, Montréal, Quebec, and Unifor	▸ 6,000 office employees
November 30, 2017	Quebec Ports Terminals Inc., RivièreduLoup, Quebec, and the International Longshoremen's Association Local 2033	▸ 30 longshoremen
December 31, 2017	Bell Aliant Regional Communications, Limited Partnership, and Unifor Atlantic Communication Locals (Unifor ACL) (Nova Scotia, New Brunswick, Newfoundland and Labrador, and Prince Edward Island)	▸ 2,700 office employees and technicians
December 31, 2017	Canada Post Corporation, Ottawa, Ontario, and the Canadian Union of Postal Workers	▸ 8,000 rural and suburban mail carriers

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
December 31, 2017	Canadian Pacific Railway Company, Calgary, Alberta, and Teamsters Canada Rail Conference	▸ 3,200 running trades employees designated as locomotive engineer, conductor, baggageman, brakeman, car retarder operator, yardman, switchtender, yardmaster, assistant yardmaster, locomotive fireman (helper)
December 31, 2017	Canadian Pacific Railway Company, Calgary, Alberta, and the Canadian Signals and Communications System Council No. 11 of the International Brotherhood of Electrical Workers	▸ 375 employees working in the signals and communications section of the engineering department working as (but not limited to) foreman, technician, maintainer, wireman, helper and labourer
December 31, 2017	Halifax Employers Association Incorporated, Halifax, Nova Scotia, and the Council of ILA Locals for the Port of Halifax	▸ 81 checkers ▸ 355 longshoremen, foremen and walking bosses ▸ 69 gear repair and maintenance employees
December 31, 2017	Maritime Employers Association, Hamilton, Ontario, and the International Longshoremen's Association Local 1654	▸ 49 longshoremen
December 31, 2017	NAV Canada, Ottawa, Ontario, and the Public Service Alliance of Canada	▸ 270 clerical and office employees
December 31, 2017	Quebec Ports Terminals Inc., La Baie, Quebec, and Unifor Local 2004-Q, unit T.P.Q. (Port of Grande-Anse)	▸ 50 longshoremen
December 31, 2017	VIA Rail Canada Inc., Montréal, Quebec, and Teamsters Canada Rail Conference	▸ 350 locomotive engineers, conductors and yardmasters
January 31, 2018	Canada Post Corporation, Ottawa, Ontario, and the Canadian Union of Postal Workers	▸ 42,000 urban operations employees
Februray 28, 2018	Quebec North Shore and Labrador Railway Company Inc., Septîles, Quebec, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) Local 9344	▸ 310 railway operation employees

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
March 31, 2018	British Columbia Maritime Employers Association, Vancouver, British Columbia, and the International Longshore and Warehouse Union – Canada	▸ 4,500 longshoremen
March 31, 2018	British Columbia Maritime Employers Association, Vancouver, British Columbia, and the International Longshore and Warehouse Union – Canada Local 514	▸ 490 ship and dock foremen
March 31, 2018	Canada Post Corporation, Ottawa, Ontario, and the Association of Postal Officials of Canada	▸ 3,100 supervisors
March 31, 2018	G4S Security Solutions (Canada) Ltd., Vancouver, British Columbia, and the International Association of Machinists and Aerospace Workers, Transportation District 140 (Campbell River, Comox Valley, Cranbrook, Fort St. John, Kelowna International, Nanaimo, Penticton Regional, Prince George, Vancouver International, Victoria International and West Kootenay Regional Airports)	▸ 1,200 airport screening officers
March 31, 2018	Garda Security Screening Inc., Calgary, Alberta, and the General Teamsters Local Union No. 362 (Calgary International Airport)	▸ 737 employees engaged in the security screening of passengers, non-passengers, and baggage
March 31, 2018	Garda Security Screening Inc., Edmonton, Alberta, and the General Teamsters Local Union No. 362 (Edmonton International Airport)	▸ 349 employees engaged in the security screening of passengers, non-passengers, and baggage
March 31, 2018	Garda Security Screening Inc., Ottawa, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) (Ottawa MacdonaldCartier International Airport)	▸ 274 airport security screening officers
March 31, 2018	Garda Security Screening Inc., Toronto, Ontario, and the International Association of Machinists and Aerospace Workers (Lester B. Pearson International, Buttonville and Toronto City Centre Airports)	▸ 2,269 employees providing pre-board security screening services under the CATSA contract
March 31, 2018	Garda Security Screening Inc., Toronto, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) (Sarnia Chris Hadfield, John C. Munro Hamilton International, Kitchener/Region of Waterloo International, Timmins Victor M. Power, Windsor International, Greater Sudbury, Sault Ste. Marie and Norman Roger Airports)	▸ 151 airport security screening officers

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
March 31, 2018	Garda Security Screening Inc., Winnipeg, Manitoba, and the General Teamsters Local Union 979 (Winnipeg International Airport)	▸ 200 airport security screening officers
March 31, 2018	Securitas Transport Aviation Security Limited, Dorval, Quebec, and TC Local 1976 United Steelworkers (La Grande Rivière, Chapais Chibougamau, La Macaza – Mont-Tremblant International, Lourdes-de-Blanc-Sablon, Gaspé, Kuujjuaraapik, Bagotville and Alma, Baie-Comeau, Mont-Joli Regional, Sept-Îles, Val-d'Or Regional, Rouyn-Noranda Regional and Îles-de-la-Madeleine Airports)	▸ 180 airport screening officers
March 31, 2018	Securitas Transport Aviation Security Limited, Dorval, Quebec, and the United Steelworkers (Québec City Jean Lesage International and the Montréal-Pierre Elliott Trudeau International Airports)	▸ 800 airport screening officers
March 31, 2018	St. Lawrence Seaway Management Corporation, Cornwall, Ontario, and Unifor Locals 4212, 4320 and 4323	▸ 450 operational and maintenance employees
April 1, 2018	Swissport Canada Handling Inc., Montréal, Quebec, and Unifor Local 2002 (MontréalPierre Elliott Trudeau International Airport)	▸ 525 passenger service and lounge agents
April 8, 2018	Airport Terminal Services, Mississauga, Ontario, and Unifor Local 2002	▸ 186 ramp personnel and passenger service agents
May 6, 2018	Bell Technical Solutions Inc., Boucherville, Quebec, and Unifor	▸ 1,090 technicians in the province of Quebec
May 6, 2018	Bell Technical Solutions Inc., Mississauga, Ontario, and Unifor	▸ 1,730 technicians in the province of Ontario
May 20, 2018	Logistec Stevedoring Inc., Montréal, Quebec, and the United Steelworkers Local 2015	▸ 80 longshoremen, lead hands, mobile crane operators, fork lift operators, checkers, guard and dockers
May 20, 2018	Northern Quebec Stevedoring Company Inc., Sept-Îles, Quebec, and the United Steelworkers Local 2015	▸ 45 longshoremen, team leaders, mobile crane operators, lift truck operators and those engaged in mooring operations
May 20, 2018	Porlier Express Inc., Sept-Îles, Quebec, and the United Steelworkers Local 2015	▸ 45 longshoremen, team leaders, mobile crane operators, lift truck drivers and mooring workers

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
May 31, 2018	Garda Canada Security Corporation, Edmonton, Alberta, and the General Teamsters Local Union No. 362 (Edmonton International Airport)	▸ 92 security personnel
May 31, 2018	Swissport Canada Inc., Saint-Laurent, Quebec, and Unifor (Québec City Jean Lesage International Airport)	▸ 60 baggage handlers
June 30, 2018	Jazz Air LP, Enfield, Nova Scotia, and the Canadian Air Line Dispatchers Association	▸ 70 dispatchers
July 3, 2018	Garda Security Group G.P., Montréal, Quebec, and TC Local 1976 USW (Montréal-Pierre Elliot Trudeau and Mirabel facilities)	▸ 116 security guards and supervisors licensed by the Bureau de la sécurité privée
July 19, 2018	Swissport Canada Inc., Edmonton, Alberta, and the International Association of Machinists and Aerospace Workers, Transportation District Lodge 140, Local Lodge 1681 (Edmonton International Airport)	▸ 180 ramp personnel
August 31, 2018	Swissport Canada Handling Inc., Richmond, British Columbia, and the International Association of Machinists and Aerospace Workers, Transportation District Lodge 140, Local Lodge 16 (Vancouver International Airport)	▸ 900 groomers, ground handlers and mechanics
October 31, 2018	Northern Quebec Stevedoring Company Inc., Baie-Comeau, Quebec, and the Canadian Union of Public Employees Local 5159	▸ 41 longshoremen
October 31, 2018	Swissport Canada Fuel Services Inc , Richmond, British Columbia, and the Public Services Alliance of Canada, Union of Canadian Transportation Employees Local 20221 (Vancouver International Airport)	▸ 70 aircraft refuellers
December 31, 2018	Canada Post Corporation, Ottawa, Ontario, and the Canadian Postmasters and Assistants Association	▸ 11,000 postmasters and assistants
December 31, 2018	Canadian National Railway Company, Montréal, Quebec, and Teamsters Canada Rail Conference	▸ 190 rail traffic controllers
December 31, 2018	Canadian National Railway Company, Montréal, Quebec, and the United Steelworkers Local 2004	▸ 3,000 maintenance of way employees
December 31, 2018	Canadian National Railway Company, Montréal, Quebec, and Unifor	▸ 10 operator excavators
December 31, 2018	Canadian National Railway Company, Montréal, Quebec, and Unifor Local 100	▸ 2,000 tradespersons, apprentices and helpers
December 31, 2018	Canadian Pacific Railway Company, Calgary, Alberta, and Unifor Local 101R	▸ 2,200 shopcraft employees

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
December 31, 2018	Maritime Employers Association, Montréal, Quebec, and the International Longshoremen's Association Local 1657	▸ 120 checkers
December 31, 2018	Maritime Employers Association, Montréal, Quebec, and the Syndicat des débardeurs, Local 375 of the Canadian Union of Public Employees	▸ 870 longshoremen
December 31, 2018	Montreal Port Authority, Montréal, Quebec, and the Syndicat des employés de l'Administration portuaire de Montréal, Railway Division, Local 5598 of the Canadian Union of Public Employees	▸ 34 railway non-operating employees
December 31, 2018	Ontario Northland Transportation Commission, North Bay, Ontario, and Unifor Local 103	▸ 209 shopcraft employees
December 31, 2018	Prince Rupert Grain Ltd., Prince Rupert, British Columbia, and the Grain Workers Union Local 333 ILWU Canada	▸ 116 grain handlers
December 31, 2018	Swissport Canada Inc., Ottawa, Ontario, and the International Association of Machinists and Aerospace Workers, Transportation District 140 & Local Lodge 2413 (Ottawa Macdonald-Cartier International Airport)	▸ 110 ramp personnel
December 31, 2018	The Garda security group G.P., Montréal, Quebec, and the International Union of Operating Engineers Local 484	▸ 140 security guards licensed by the Bureau de la sécurité privée, assigned to the Canada Border Services Agency at an Immigration Holding Centre located in Quebec
December 31, 2018	Vancouver Terminal Elevator Association, Vancouver, British Columbia, and the Grain Workers Union Local 333 ILWU Canada	▸ 503 operational employees
January 31, 2019	Cargill Limited, Baie-Comeau, Quebec, and the Fédération des employées et employés de services publics inc. (CSN)	▸ 30 grain handlers
January 31, 2019	Halifax International Airport Authority, Halifax, Nova Scotia, and the Public Service Alliance of Canada	▸ 150 clerical and office employees
March 16, 2019	Saskatchewan Telecommunications, Regina, Saskatchewan, and Unifor	▸ 3,800 telephone operators, technical employees and office employees

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
March 31, 2019	Canadian National Railway Company, Montréal, Quebec, and Unifor Council 4000	▸ 65 locomotive engineers, conductors and assistant conductors on the former rail lines and territory of Savage Alberta Railway Inc. ▸ 1,750 clerical and office employees
March 31, 2019	Canadian National Transportation Limited, Toronto, Ontario, and Unifor National Council 4000	▸ 800 owner-operators
March 31, 2019	Garda Security Screening Inc., Grande Prairie, Alberta, and the General Teamsters, Local Union No. 362 (Grande Prairie Airport)	▸ 20 security personnel
March 31, 2019	NAV Canada, Ottawa, Ontario, and Unifor	▸ 1,830 air traffic controllers
March 31, 2019	Securiguard Services Limited, Vancouver, British Columbia, and the International Association of Machinists and Aerospace Workers, Transportation District 140 Local Lodge 16 (Vancouver International Airport)	▸ 180 security personnel
April 30, 2019	1791949 Ontario Ltd., c.o.b. as Toronto Ground Airport Services, Mississauga, Ontario, and International Association of Machinists and Aerospace Workers, Transportation District 140 (Lester B. Pearson International Airport)	▸ 220 passenger agents
April 30, 2019	NAV Canada, Ottawa, Ontario, and the Air Traffic Specialists Association of Canada, Unifor Local 2245	▸ 650 flight service specialists and flight service instructors
May 16, 2019	Airport Terminal Services Canadian Company, Calgary, Alberta, and the International Association of Machinists and Aerospace Workers Local Lodge 2734 (Calgary International Airport)	▸ 80 ramp agents and groomers
June 30, 2019	Saskatoon Airport Authority, Saskatoon, Saskatchewan, and the Public Service Alliance of Canada Local 40404	▸ 25 maintenance employees
July 22, 2019	Canadian National Railway Company, Montréal, Quebec, and Teamsters Canada Rail Conference	▸ 3,300 conductors and assistant conductors, baggage persons, car retarder operators, yard operations employees, switch-tenders, traffic coordinators and assistant traffic coordinators

Appendix G. Appointments Under Part I and III (UD and WR) of the *Canada Labour Code* and *Wage Earners Protection Program Act* Appointments Since 2008–09

Fiscal Year	Part III UD Appointments	Part III WR Appointments	WEPP Appointments*	Total UD, WR & WEPP	Part I Grievance Arbitration Appointments
2008–09	318	140		458	112
2009–10	364	136	4	504	105
2010–11	386	121	1	508	90
2011–12	305	170	1	476	72
2012–13	315	142	2	459	92
2013–14	334	135	8	477	58
2014–15	297	130	8	435	64
2015–16	355	81	8	444	63
2016–17	389	90	5	484	84
2017–18	380	92	3	475	72

* WEPP provisions came into force in July 2008.